

CERTIFICATION COMMITTEE PRELIMINARY RECOMMENDATIONS

Recommendations will be presented to the State Board on 5/13/11.

Recommendation. Authority to Waive Fees

The Committee recommends that the Board have statutory authority to waive fees on a need basis.

Recommendation. Waiver of Certification Requirement for Maryland School for the Blind and Maryland School for the Deaf

The Committee recommends that the MSB and MSD receive a waiver for the certification requirements given the professional certification requirements imposed by the Title 1 No Child Left Behind through MSDE for the direct care staff of these residential child care programs.

Recommendation. Investment in Direct Care Workers

Certification leads to the recognition of the status of individuals who are entrusted to care for children for residing in residential child care programs. It is important, therefore, that investments are made in child care workers to ensure that professional standards are maintained in the services they provide for the State. The Board encourages the Children's Cabinet to incentivize certification for residential child care programs.

Recommendation. Initial and Annual Training Requirements for Direct Care Workers in the Core Regulations

A. Direct care workers should receive the following initial trainings:

- (1) Emergency preparedness and general safety;
- (2) Cardiopulmonary resuscitation leading to certification;
- (3) First-aid training;
- (4) Child abuse and neglect identification and reporting;
- (5) Suicide risk assessment and prevention (minimum 1 hour);
- (6) Approved forms of discipline and behavior management techniques including crisis management and the use of isolation and restraint;
- (7) Medication certification, if applicable to assigned duties;
- (8) Infection control and Maryland Occupational Safety and Health Bloodborne Pathogen Standards.

B. Direct care workers should receive the following annual trainings:

- (1) Emergency preparedness and general safety;
- (2) Child abuse and neglect identification and reporting;
- (3) Suicide risk assessment and prevention (minimum 1 hour); and
- (4) Infection control and Maryland Occupational Safety and Health Bloodborne Pathogen Standards.

C. Direct care workers should maintain current certification in the following areas:

- (1) Cardiopulmonary resuscitation leading to certification;
- (2) First-aid training;
- (3) Approved forms of discipline and behavior management techniques including crisis management and the use of isolation and restraint; and
- (4) Medication certification, if applicable to assigned duties.

D. All other training items should be moved to the State Board's regulations for professional development (continuing education) option areas.

Recommendation. Purpose of the RCYCP Training Program

The purpose of the RCYCP training program is to provide a fundamental working knowledge of the varied aspects of performing the direct responsibilities related to the activities of daily living, self-help, and socialization to children and youth in out-of-home

placement. Direct care workers will increase their awareness of their essential role to the vulnerable children and youth to who they are entrusted to care and supervise. Direct care workers will also obtain insight into the overall environment and function of a residential child care program. Successful completion of a training program will prepare a direct care worker for certification.

Recommendation. Uniform framework for RCYCP Training Programs

All training programs must consist of at least 30 contact hours. The training program must: (1) cover the six modules and (2) address specific course objectives and topics outlined within the training program framework. Each module must consist of a pre- and post-test. A direct care worker must successfully complete each module with a passing score of 70-percent.

Recommendation. Protocol for Approving Training Programs

The State Board will review training program curriculum to determine the program's conformity to the uniform framework and core competencies identified for direct care workers. The approval process should consist of the following:

- (1) An application for the RCYCP Training Program will be posted on the State Board's web site.
- (2) Residential child care programs and interested parties, if interested in developing a program, will be instructed to submit applications to the State Board.
- (3) The State Board will designate a subcommittee to review applications and make recommendations to the State Board.
- (4) The review committee will meet a minimum of quarterly to review applications. Review dates will be posted on the State Board's web site.
- (5) All applications must be received 30 days prior to the schedule review date.
- (6) If the review committee determines that the application does not meet the standards required by the State Board's regulations, the State Board will notify the applicant in writing, within 10 business days, of the deficiencies and the process to provide any information or changes to the training program to address the deficiencies.
- (7) The applicant may request a meeting after the second notice of deficiencies. After the third notice of deficiencies, the applicant must submit another application.
- (8) If the review committee determines that the training program meets requirements, a recommendation for approval will be forwarded to the State Board.
- (9) The State Board will review the recommendation of the review committee.
- (10) All approved programs will be posted on the State Board's web site.

Recommendation. Qualification of Trainers

The curriculum vitae or biography of all instructors (and potential instructors) should reflect competence in subject matter and skill in the instruction methodologies. Meeting the criteria requires that the provider will not substitute instructors.

Recommendation. Approval Fee

The fee for training program approval is \$100. The State Board may waive the fee charged for processing the application, if the applicant has demonstrated a capacity to offer the training for no or nominal cost. A request for waiver of fee must be made in writing to the Board.